

# EXHIBIT C

# CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act statement before completing this form.

Document 32-AGENCY Filed 03/16/2007

CHARGE NUMBER

☐ FEPA  
☒ EEOC

130 2005 05212

State or local Agency, if any

and EEOC

SE (Indicate Mr., Ms., Mrs.)

Ms. Nicole Taylor Reed

HOME TELEPHONE (Include area code)

(334)281-3924 cell:328-0445

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

1148 Barley Dr.

Montgomery, AL 36111

11-7-81

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

Big Lots Stores, Inc.

Over 500

(614)278-6800

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

300 Phillipi Road

Columbus, Ohio 43228

Franklin

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☒ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ AGE  
☐ RETALIATION ☐ NATIONAL ORIGIN ☐ DISABILITY ☐ OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE  
EARLIEST LATEST

March 28-30, 2005  
☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

See attached exhibits A and B.

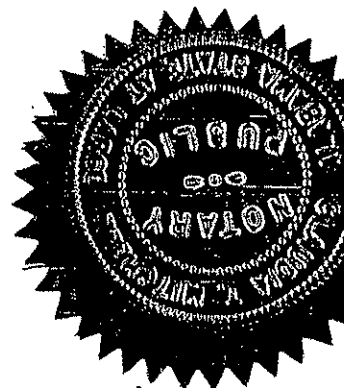
DEFENDANT'S  
EXHIBIT

RECEIVED  
EEOC

JUN 9 8 2005

BIRMINGHAM DISTRICT OFFICE

MY COMMISSION EXPIRES JUNE 18, 2007



I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

*Claudia J. Mitchell*  
I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

*Nicole S Reed*

*Nicole S Reed*

Date 6-16-05 Charging Party (Signature)

SUBSCRIBED AND SWORN TO BEFORE ME ON THIS DATE  
(DAY, MONTH, AND YEAR)

*June 16, 2005*

**Before the Equal Employment Opportunity Commission  
Birmingham District Office  
Birmingham, Alabama**

**Nicole Taylor Reed,**

**Charging Party,**

**v.**

**Big Lots Stores, Inc.,**

**Respondent.**

**Charge #**

**RECEIVED  
EEOC**

**JUN 23 2005**

**BIRMINGHAM DISTRICT OFFICE**

**Exhibit A**

That Charging Party, Nicole Taylor Reed, is a Black or African American female, over the age of nineteen, that was and is an employee of Big Lots Stores, Inc., Store 818 of Montgomery, Alabama during March 2005. (See associated cases of Autherine Croskey, Barbara Martin and Lola Mae Abner).

That said Charging Party was supervised on March 28-30, 2005 by Michael Williams, a White or Caucasian male associate store manager and Jerry Culpepper, a White or Caucasian male, store manager. On said dates the Charging Party was subjected to race and sex discrimination and or a racially and sexually hostile environment at Big Lots, Store 818 in Montgomery, Alabama by acts of Michael Williams et al. in which he subjected said African American female employee to sexual and racial discrimination, and sexual and racial harassment by his ridicule, etc. of the Charging Party by using photographs, cartoon type pictures and captions that were defaming, intrusive and invasive of privacy and were racially and sexually harassing, etc. as per Exhibit B, attached, etc.

That management at Big Lots, Inc., Store 818, furthermore during the last 180 days has made many comments and statements of a racially and sexually harassing nature toward, about,

and to the Charging Party which has made it very difficult for her to accomplish her job assignments.

That said race and sex discrimination and or said racially and or sexually hostile environment has substantially damaged the Charging Party by her having to experience mental anguish, damage to her reputation, lost wages, attorneys fees and costs, etc.

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Exhibit B

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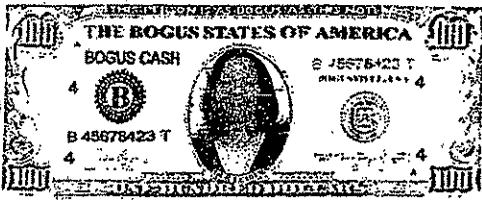


3/29/05

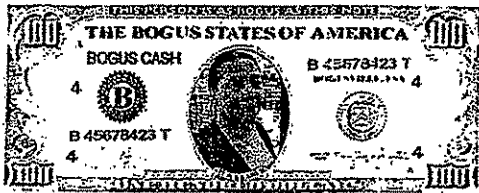
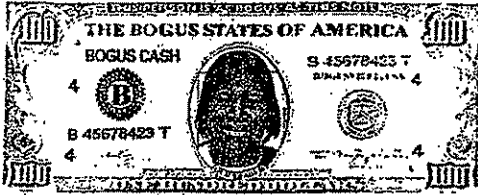
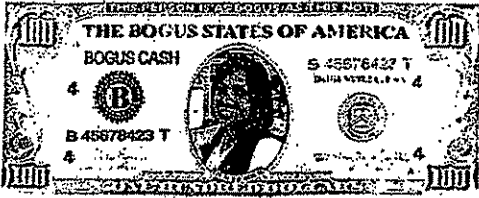
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JUN 5 8 2005

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"What a sap! That drawing looks nothing like me."




JUN 9 8 2005


BIRMINGHAM DISTRICT OFFICE





3/30/05





Lola Abner  
CSS  
888429  
Store 818




Ms. Martin  
Cashier  
021709  
Store 818



Nicole Taylor  
Cashier  
194649  
Store 818



Mrs. Crosky  
Stocker  
948132  
Store 818



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